



Agenda item: 11.

Integration Joint Board

Date of Meeting: 27 June 2018.

Subject: Equalities Outcomes and Mainstreaming.

1. Summary

1.1. This report presents the refreshed Equality Outcomes and Mainstreaming Report to the Board, for consideration and approval.

2. Purpose

2.1. The Board is invited to consider and approve the Orkney Health and Care Equality Outcomes and Mainstreaming Report, attached as Appendix 1 to this report.

3. Recommendations

The Integration Joint Board is invited to note:

3.1. The Integration Joint Board's legal requirements in respect of its equality duties, referred to in sections 4 and 5 of this report.

3.2. The Orkney Health and Care Equalities Outcomes and Mainstreaming Report, attached as Appendix 1 to this report.

3.3. That good progress has been made against the agreed Outcomes, as evidenced in Appendix 1.

It is recommended:

3.4. That the outcomes contained within the Orkney Health and Care Equality Outcomes and Mainstreaming Report, attached as Appendix 1 to this report, be approved for a further two years, in so far as they relate to the remit of the Integration Joint Board.

4. Background

4.1. In April 2015 the Scottish Government added Integration Joint Boards to Schedule 19 of the Equality Act 2010 and to The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015.

4.2. The Act places a single equality duty on public authorities covering the nine 'protected characteristics' of race, sex, disability, sexual orientation, religion and belief, age, gender reassignment, pregnancy and maternity and marriage and civil partnership.

4.3. The single equality duty is in two parts:

- The general duty requires public authorities to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations across the protected characteristics.
- The specific duties provide a framework to help public authorities meet the general duty.

4.4. The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 require Integration Joint Boards to publish the following information:

- A report on mainstreaming the equality duty.
- A set of equality outcomes.

4.5. At its meeting held on 21 March 2016, the Shadow Integration Joint Board:

4.5.1. Noted the Board's legal requirements in respect of its equality duties, namely to publish a report on mainstreaming the equality duty and a set of equality outcomes by 30 April 2016 at the latest and at two yearly intervals thereafter.

4.5.2. Agreed that the outcomes contained within the Orkney Health and Care Equalities Outcomes Report, attached as Appendix 1 to the report by the Chief Officer, be approved in so far as they related to the remit of the Board.

5. Equality Outcomes

5.1. An equality outcome is an objective that the public body aims to achieve in order to progress the requirements of the general duty. The outcome is not what the public body does but the changes or effects resulting from it. These changes may be for individuals, groups, families, organisations or communities.

5.2. Because outcomes should be prepared based on the principles of proportionality and relevance some have been set in respect of all the protected characteristics rather than being limited to the specific characteristic the evidence related to.

5.3. The appended report details which protected characteristic each outcome applies to. It also details the output, that is what the authority has done, and the evidence that was considered during development of the outcome.

5.4. If a public authority does not have equality outcomes for each of the protected characteristics listed at section 4.2 above, it must publish its reasons for this. All of the protected characteristics have been covered by the outcomes contained within the attached report.

6. Contribution to quality

Please indicate which of the Council Plan 2018 to 2023 and 2020 vision/quality ambitions are supported in this report adding Yes or No to the relevant area(s):

Promoting survival: To support our communities.	Yes.
Promoting sustainability: To make sure economic, environmental and social factors are balanced.	No.
Promoting equality: To encourage services to provide equal opportunities for everyone.	Yes.
Working together: To overcome issues more effectively through partnership working.	Yes.
Working with communities: To involve community councils, community groups, voluntary groups and individuals in the process.	Yes.
Working to provide better services: To improve the planning and delivery of services.	Yes.
Safe: Avoiding injuries to patients from healthcare that is intended to help them.	No.
Effective: Providing services based on scientific knowledge.	No.
Efficient: Avoiding waste, including waste of equipment, supplies, ideas, and energy.	No.

7. Resource implications and identified source of funding

7.1. There are no financial implications directly arising as a result of this report.

8. Risk and Equality assessment

8.1. The legal obligations of the Integration Joint Board, in respect of the Equality Act 2010, are detailed at section 4 above.

8.2. Adoption of the Equalities Outcomes detailed in Appendix 1 for a further two years will ensure that the risk of failing to comply with the legislation is mitigated as far as possible.

9. Direction Required

Please indicate if this report requires a direction to be passed to:

NHS Orkney.	No.
Orkney Islands Council.	No.
Both NHS Orkney and Orkney Islands Council.	No.

10. Authors

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12. Supporting documents

12.1. Appendix 1: Equality Outcomes and Mainstreaming Report.